

Date

Our Ref: RD/am FOI Ref 6596

Dear Mr Lo,

**Freedom of Information Act Request Ref 6596**  
**Salaries**

With reference to your request for information dated April 11<sup>th</sup> 2019 regarding the above, please find below your questions and our responses:-

I would like to refine this request to make it clear that I am requesting Hugo van Woerden's salary within a £5,000 band.

I refer you to this decision by the Scottish Information Commissioner which states:  
""74. Although the Public Services Reform (Scotland) Act 2010 only applies to salaries over £150,000 (and not to universities), the Scottish Government does publish salary details for Directors and above, and has secured the publication of equivalent information (in some cases for salaries at a considerably lower level) for Non Departmental Public Bodies[7]. The Commissioner notes that while practice varies across the public sector, the principle of disclosure in £5K bandings is relatively common."

<b>Executive Member</b>	<b>Gross Pay (Bands of £5,000)</b>
Chief Executive: Elaine Mead to 31/12/2018	105-110
Chief Executive: Iain Stewart from 28/01/2019	20-25
Interim Director Of Finance: David Garden	90-95
Medical Director: Rod Harvey	185-190
Nurse Director: Heidi May	95-100
Director of Public Health and Health Policy: Hugo Van Woerden	155-160

I hope this information is helpful. If you are unhappy with my response, I am very happy to discuss this with you further. Alternatively you have the right to ask for an internal review by making a formal request in writing to the Freedom of Information Officer, NHS Highland, Assynt House, Beechwood Park, Inverness, IV2 3BW or via email at [High-UHB.FOIRequestsHighland@nhs.net](mailto:High-UHB.FOIRequestsHighland@nhs.net). Your request should explain why you wish a review to be carried out and should be made within forty working days of receiving this letter.

If you remain dissatisfied following the investigation of your review, then you have the right to appeal to the Scottish Information Commissioner within 6 months of the date of receiving the review response. Contact details are as follows:

**Headquarters:** Assynt House, Beechwood Park, INVERNESS IV2 3BWInterim Chair: Professor Boyd Robertson  
Chief Executive: Iain Stewart

Scottish Information Commissioner  
Kinburn Castle  
Doubledykes Road  
St Andrews  
KY16 9DS

Telephone: 01334 464610  
Fax: 01334 464611  
e-mail: [www.itspublicknowledge.info/Appeal](http://www.itspublicknowledge.info/Appeal)

Yours sincerely

  
**Freedom of Information Administrator**

On behalf of

  
**Board Secretary**